



Rachel Ross Rosenblatt

Shareholder

333 Commerce Street
Suite 1450
Nashville, TN 37201
main: (615) 383-3033
direct: (615) 383-3278
fax: (615) 383-3323
rosenblatt@littler.com



Focus Areas

Discrimination and Harassment
Wage and Hour
Policies, Procedures and Handbooks
Whistleblowing and Retaliation
Retail
Littler X-celerator

Overview

Rachel Rosenblatt advises and represents employers and managers in the full spectrum of employment matters, including lawsuits in both federal and state court, administrative proceedings before federal and state agencies, arbitration, mediation, and appellate courts involving claims for:

- Discrimination on the basis of race, color, religion, national origin, age, sex, gender identity, and disability
- Harassment in the workplace
- Whistleblowing and retaliation
- Wage and hour disputes, including class and collective actions

Rachel's recent trial experience includes federal court jury trials involving wage and hour claims of employee exemption misclassification and arbitration agreements and multiple arbitrations alleging discrimination, retaliation, and harassment.

Rachel works with both large and small companies, including those in the retail, hospitality, restaurant, healthcare, financial, and manufacturing industries. She provides clients with employment counseling on best practices and training on a wide variety of legal matters, such as:

- Reviewing and drafting employee handbooks and policies

- Auditing wage and hour practices to ensure legal compliance
- Hiring, performance management, investigations, and terminations
- Preventing discrimination, harassment, and retaliation claims

In addition, Rachel frequently speaks on various hot topics, including accommodating transgender employees in the workplace, harassment, and social media. She was a member of the firm's inaugural Associate Council and was the first associate hired in Littler's Nashville office.

Professional and Community Affiliations

- Mentoring Co-Chair, Steering Committee , Nashville Bar Foundation Leadership Forum, 2015-2019
- Member, Tennessee Bar Association Leadership Law, 2016
- Member, Executive Board of Directors, Young Lawyers' Division, Nashville Bar Association, 2011-2016
- Secretary, Executive Board of Directors, The DISTRICT, 2013-2016
- Member, Leadership Forum, Nashville Bar Foundation, Nashville Bar Association, 2014-2015
- Co-Chair, Membership Committee, Nashville Bar Association, 2013 and 2014
- Member, Young Leaders Council, Nashville, 2012
- Member, Harry Phillips American Inns of Court, 2010-2012
- Member, Lawyers' Association for Women
- Member, American Bar Association
- Member, Tennessee Bar Association

Recognition

- Named, Rising Star, Mid-South, *Super Lawyers*, 2014-2017
- Recipient, Distinguished Student Attorney Service Award, *University of Tennessee Advocacy Legal Clinic*, 2008
- Recipient, Law College Scholarship, *University of Tennessee*, 2005-2008
- Recipient, Presidents' Scholarship, *Southern Methodist University*, 2001-2005

Education

J.D., University of Tennessee College of Law, 2008, *With Honors*

B.B.A., Southern Methodist University, 2005, *summa cum laude*

Bar Admissions

Tennessee

Courts

U.S. Court of Appeals, 6th Circuit
U.S. District Court, Middle District of Tennessee
U.S. District Court, Eastern District of Tennessee
U.S. District Court, Western District of Tennessee

Publications & Press

Tips for Finding Former Employees Who Are Key Witnesses

SHRM Online

March 25, 2019

'Ghosted' by a Former Employee? Here's What to Do with a Returned Check or W-2

SHRM Online

February 20, 2019

6 Ways to Protect Your LGBT Employees

HOTELS Magazine

October 10, 2018

Celebrate Diversity

Food and Drink Magazine

April 11, 2018

Celebrate Diversity

Leisure & Hospitality

March 21, 2018

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 3, 2018

Handle With Care: Managing Diversity in the Workplace

Hotel Business

November 7, 2017

Why Tennesseans Should Know About LGBT Worker Protections

The Tennessean

October 20, 2016

Treat Me Equitably and As I See Myself, Part 2

Executive Insight

February 29, 2016

Treat Me Equitably and As I See Myself, Part 1

Executive Insight

February 22, 2016

Got Questions on Accommodating Transgender Employees? Here are Some Answers

Nashville Business Journal

January 27, 2016

The U.S. Supreme Court's Decision in Young v. UPS is a Win for Pregnancy... Sorta

LAW Matters

May 2015

Come Back When You're Not Pregnant

LAW Matters

February 2015

Are You Pregnant? And Other Illegal Interview Questions You Can't Ask And How To Answer Them

LAW Matters

July 2014

Top 5 Common Wage & Hour Mistakes... And What To Do About Them

HR Notes

April 2, 2013

Speaking Engagements

Breaking Up Is Hard to Do | Managing Challenges that Arise When the Employment Relationship Ends

Nashville, TN

February 14, 2019

#metoo: A Double Edged Sword; Perspectives from Employment Lawyers and a Media Historian

Lawyers' Association for Women, Nashville, TN

August 21, 2018

Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company

Nashville, TN

May 24, 2018

Hot Topics in Employment Law

Lawyers' Association for Women
March 20, 2018

Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company

Association of Corporate Counsel
March 8, 2018

From Harvey Weinstein to [Insert Name Here]: Preventing Sexual Harassment in the Workplace and What to Do When Claims are Made

Nashville, TN
January 25, 2018

Social Media in the Workplace: Benefits and Legal Risks

Nashville Bar Association Employment Law Institute, Nashville, TN
October 4, 2017

The New Protected Class? New Protections for LGBT Workers and Accommodations for Transgender Employees

2017 Tennessee SHRM State Conference, Nashville, TN
October 1, 2017

Legal Update: Navigating Employment Law in Uncertain Times

Tennessee Society for Healthcare Human Resources Administration State Conference, Brentwood, TN
August 25, 2017

Update Your Status: Current Legal Risks Related to Social Media in the Workplace

Nashville, TN
June 8, 2017

Transgender Issues and Employment Law

Lawyers' Association for Women, Nashville, TN
October 18, 2016

The New Protected Class? What You Should Know About New Protections for LGBT Workers and Accommodations for Transgender Employees

MTSHRM – After Hours Workshop, Nashville, TN
June 21, 2016

The New Protected Class? What You Should Know About New Protections for LGBT Workers and Accommodations for Transgender Employees

Nashville, TN

November 10, 2015

The Latest Cases and Issues in Employment Law

Nashville Bar Association, Employment Law Institute

October 22, 2015

What Did "Love Win"?

Senior Human Resources Forum - Tennessee Bankers Association

July 16, 2015

Addressing Human Resources Issues in Home Care

2015 Financial Management Conference - National Association for Home Care & Hospice, Nashville, TN

June 28, 2015

A Look Back / A Look Forward: A Legal Update of The Top Employment and Labor Issues Affecting Employers

Senior Human Resources Forum - Tennessee Bankers Association

March 19, 2013